

**COUNTY OF SAN LUIS OBISPO BOARD OF SUPERVISORS
AGENDA ITEM TRANSMITTAL**

(1) DEPARTMENT Administrative Office		(2) MEETING DATE February 7, 2006		(3) CONTACT/PHONE Gail Wilcox, Dep. CAO (805) 781-5011	
(4) SUBJECT Request to approve a resolution to adjust compensation for management peace officers in the Sheriff's Department					
(5) SUMMARY OF REQUEST This item transmits the recommended compensation adjustments for management employees in the Sheriff's Department.					
(6) RECOMMENDED ACTION It is recommended that the Board approve a resolution adjusting compensation for management peace officers in the Sheriff's Department					
(7) FUNDING SOURCE(S) General Fund, Proposition 172		(8) CURRENT YEAR COST Increased salary/benefit costs of approx. \$65,000		(9) ANNUAL COST Increased salary/benefit costs of approx. \$200,000	
(10) BUDGETED? <input type="checkbox"/> YES <input type="checkbox"/> N/A <input checked="" type="checkbox"/> NO					
(11) OTHER AGENCY/ADVISORY GROUP INVOLVEMENT (LIST): Pension Trust, County Counsel					
(12) WILL REQUEST REQUIRE ADDITIONAL STAFF? <input checked="" type="checkbox"/> No <input type="checkbox"/> Yes, How Many? _____ <input type="checkbox"/> Permanent _____ <input type="checkbox"/> Limited Term _____ <input type="checkbox"/> Contract _____ <input type="checkbox"/> Temporary Help _____					
(13) SUPERVISOR DISTRICT(S) 1st, 2nd, 3rd, 4th, 5th (All)			(14) LOCATION MAP <input type="checkbox"/> Attached <input checked="" type="checkbox"/> N/A		
(15) AGENDA PLACEMENT <input checked="" type="checkbox"/> Consent <input type="checkbox"/> Hearing (Time Est. _____) <input type="checkbox"/> Presentation <input type="checkbox"/> Board Business (Time Est. _____)			(16) EXECUTED DOCUMENTS <input checked="" type="checkbox"/> Resolutions (Orig + 4 copies) <input type="checkbox"/> Contracts (Orig + 4 copies) <input type="checkbox"/> Ordinances (Orig + 4 copies) <input type="checkbox"/> N/A		
(17) NEED EXTRA EXECUTED COPIES? <input type="checkbox"/> Number: _____ <input type="checkbox"/> Attached <input checked="" type="checkbox"/> N/A			(18) APPROPRIATION TRANSFER REQUIRED? <input type="checkbox"/> Submitted <input type="checkbox"/> 4/5th's Vote Required <input checked="" type="checkbox"/> N/A		

(19) ADMINISTRATIVE OFFICE REVIEW

This item was prepared by the Administrative Office

B-5
(27.06)

County of San Luis Obispo

COUNTY GOVERNMENT CENTER, RM. 370 • SAN LUIS OBISPO, CALIFORNIA 93408 • (805) 781-5011



DAVID EDGE
COUNTY ADMINISTRATOR

To: Board of Supervisors

From: Gail Wilcox, Deputy County Administrator *GW*

Date: February 7, 2006

Subject: Request to approve a resolution to adjust compensation for management peace officers in the Sheriff's Department

Recommendation:

It is recommended that the Board approve a resolution adjusting compensation for management peace officers in the Sheriff's Department

Discussion:

Historically, management staff in the Sheriff's Department have received annual prevailing wage increases equal to that received by employees represented by the Deputy Sheriff's Association (DSA). For 2006, based on compensation increases in the comparable counties (Napa, Santa Barbara, Marin, Monterey and Santa Cruz), a 4.39% salary increase is recommended. Additionally, a .51% salary increase is recommended retroactive to January 2005 based on a similar adjustment for the DSA. Other key adjustments recommended for management positions include:

- Sworn safety management staff (i.e. those officers who are authorized to carry firearms and have the power of arrest) will have their pension benefit enhanced to the 3%@50 formula effective December 31, 2006. The cost of this enhancement will be split 50/50 between the County and employees.
- Vacation accrual will be capped at 320 hours per year and employees can receive up to 320 hours of vacation payoff upon separation from service (up from the current maximum payoff of 240 hours)
- An option for employees who have accrued at least 200 hours of vacation to "sell back" up to 40 hours once a year. This is the same benefit that was granted to general management employees in October 2005.

This action impacts all management staff in the Sheriff's Department except for the position of Sheriff-Coroner. The compensation for the Sheriff-Coroner was adjusted in October 2005 concurrent with adjustments made for other elected and appointed department heads.

*B5
2*

Other Agency Involvement:

County Counsel, Pension Trust

Financial Considerations:

The estimated cost of the 2006 prevailing wage adjustment plus the retroactive increase to the 2005 prevailing wage adjustment is \$65,000. The 2006 increase is effective for six months of the current fiscal year (January 1 - June 30). The annualized cost of the increase is approximately \$115,000. In December 2006, the County's cost will increase by an additional \$85,000 per year to pay for the pension enhancement for sworn management safety positions.

BS
43

IN THE BOARD OF SUPERVISORS
COUNTY OF SAN LUIS OBISPO, STATE OF CALIFORNIA

____ day _____, 2006

PRESENT: Supervisors

ABSENT:

RESOLUTION NO.

RESOLUTION AMENDING THE COMPENSATION RESOLUTION
FOR MANAGEMENT PEACE OFFICER CLASSES

The following resolution is hereby offered and read:

WHEREAS, pursuant to Resolution 80-99, the Board of Supervisors designated certain job classes as General Management, and Operations and Staff Management; and

WHEREAS, the Board of Supervisors, pursuant to the Management Representative's recommendation, finds that it is in the best interest of the County to recognize the responsibilities inherent in the positions covered by this resolution and provide tangible recognition to those employees; and

WHEREAS, the Board of Supervisors of the County of San Luis Obispo further finds that the salary increases as recommended are consistent with Section 2.48.180 of the San Luis Obispo County Code; and

WHEREAS, pursuant to Section 2.48.090 of the San Luis Obispo County Code, the compensation of all officers and employees of the County of San Luis Obispo shall be regulated by resolution of the Board of Supervisors of said County; and

WHEREAS, the changes provided for by this resolution are for those persons who remain in County employment and are not intended to apply to former employees who leave County employment on or before the date this resolution is executed.

NOW, THEREFORE BE IT RESOLVED AND ORDERED by the Board of Supervisors of the County of San Luis Obispo, State of California, as follows;

That for General Management, and Operations and Staff Management classes:

1. Effective with the pay period that includes January 1, 2005, an additional fifty-one one-hundredths percent (.51%) salary increase shall be given to the job classes listed below:

<u>Class</u>	<u>Title</u>	<u>Range</u>	<u>Monthly</u>
02592	Undersheriff	5745	\$9,958-12,106
00331	Sheriff's Chief Deputy	4964	\$8,604-10,459
02593	Sheriff's Commander	4474	\$7,755-9,428
00357	Sheriff's Corr. Lt.	4053	\$7,025-8,540

2. Effective with the pay period that includes January 1, 2006, an additional four and thirty-nine one-hundredths percent (4.39%) salary increase shall be given to the job classes listed below:

<u>Class</u>	<u>Title</u>	<u>Range</u>	<u>Monthly</u>
02592	Undersheriff	5997	\$10,395-12,636

BS
4

00331 Sheriff's Chief Deputy	5182	\$8,982-10,918
02593 Sheriff's Commander	4670	\$8,095-9,838
00357 Sheriff's Corr. Lt.	4231	\$7,334-8,915

3. Increase PERS Retiree medical contribution from \$48.40 to \$64.60 effective January 2006, to \$80.80 effective January 1, 2007, to \$97.00 effective January 1, 2008. This will result in a reduction in the cash out amount for regular employees opting out of County offered PERS medical.

4. Vacation accrual capped at 320 hours with payoff upon termination based on hours accrued with a cap of 320 hours.

5. That effective when administratively feasible, the job classes identified by this resolution shall be permitted to receive pay-in-lieu of up to 40 hours of vacation time. Employees wanting to "sell back" this time shall have a minimum balance of 200 hours accrued and must have utilized at least forty (40) hours of vacation time during the current fiscal year. Employees shall be permitted to receive pay-in-lieu of vacation hours only one time during each fiscal year.

6. As soon as administratively feasible the County's Retirement Contribution increased by .3% to the new amount of 16.29% for Management Peace Officer classifications.

7. For Sworn Safety Management Peace Officer employees the granting of a 3% @ 50 pension enhancement effective the pay period that includes December 31, 2006 and the County's Retirement Contribution increased by 4%.

8. For Non-sworn Safety Management Peace Officer employees who are at 3% @ 55, effective the pay period that includes December 31, 2006, the County will increase the County's Retirement Contribution up to 3.72% to hold their classifications harmless when sworn unit members are granted 3% @ 50.

9. Unless modified by the foregoing provisions, all other benefits provided by resolution or ordinance code to employees in the job classes listed in this resolution shall remain in operation and effect.

Upon motion of Supervisor _____, seconded by Supervisor _____, and on the following roll call vote, to-wit:

AYES:

NOES:

ABSENT:

ABSTAINING:

The foregoing resolution is hereby adopted:

Chairperson of the Board of Supervisors


ATTEST:

Clerk, Board of Supervisors

BY: _____, Deputy Clerk

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APPROVED TO FORM AND LEGAL EFFECT:
JAMES B. LINDHOLM, JR.
County Counsel


By: Wyatt Cash
Chief Deputy County Counsel

Dated: 1-30-06

2/7/2006

B-5
6